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Centre for Addiction and Mental Health  
Centre de toxicomanie et de santé mentale

June 4, 2010

**Personal & Confidential**

Ms. Susan Mikulicic

[REDACTED]

- PERSONAL INFORMATION  
REMOVED -

*Sue*

**EMPLOYMENT AGREEMENT**

Dear ~~Ms.~~ Mikulicic:

I am delighted to present our offer to you for the position of Vice President, Finance and Support Services and CFO at the Centre for Addiction and Mental Health (CAMH). The following details confirm the discussions you have had with Jack Penalignon:

1. The salary for this position is \$215,000.00 per annum.
2. There is provision for a performance pay bonus of up to 10%. This performance pay is determined annually based on a series of pre-set goals and objectives that you and I will establish within the first month of your employment.
3. The benefits package is fully paid for by CAMH and includes Long and Short Term Disability, extended health care, dental and life insurance. Details are included with this letter.
4. You will be required to join the HOOPP pension plan.
5. You are entitled to five weeks vacation per year.
6. You will be provided with appropriate office space, a laptop and mobile device.
7. You will begin your position with CAMH on July <sup>16</sup>12, 2010. *Sue*
8. Enclosed in your information package is a copy of CAMH's Code of Conduct booklet. I will meet with you in the near future to review and confirm your understanding of CAMH's standards of corporate and individual behaviour.

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A PAHO/WHO  
Collaborating Centre  
Un Centre collaborateur  
OPS/QMS

Affiliated with the  
University of Toronto  
Affilié à l'Université  
de Toronto

Ms. Susan Mikulicic  
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*condition waived June 11/10. Sus.*

This offer is subject to the completion of reference checks satisfactory to CAMH.

Susan, I am delighted that you will be joining us at this exciting time for CAMH and I look forward to working with you.

Please feel free to contact me or Eric Preston if you have any questions. If not, would you be good enough to sign back one copy of this offer letter and return it to me.

Yours sincerely,



Dev Chopra  
Executive Vice President  
Corporate Services & Redevelopment

/h

cc: Eric Preston, Vice President  
Human Resources and Organizational Development

Encl.

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I have read and accept the offer as outlined in the Employment Agreement.

  
Signature

*June 12/10*  
Date